

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF CHAPLAINS
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON VA 22202-3907

DACH-PEC
2000

24 August

TO MACOM STAFF CHAPLAINS

SUBJECT: Accessioning Incentive Programs for FY2001

1. The Chief of Chaplains has approved five incentive programs for Active Duty Chaplain accessioning for FY2001. Several of these programs can have a significant impact on chaplain fill at active duty installations. All of these programs are detailed in the pages under this cover.
2. You are urged to participate in the recruiting efforts for all components of the Army Chaplaincy. The August 2000 Chief of Chaplains Newsletter contains this reminder:

WE ARE ALL RECRUITERS! There are seven chaplains who work for the United States Army Recruiting Command (USAREC). They divide up the nation to recruit men and women for the Reserves and the active duty Chaplaincy. They cannot do the job alone. As Chaplain has said on many occasions, "We are all Recruiters!" If you get a lead on a seminarian or ordained clergy person whom you feel would serve well in the Corps, please pass it along. Call USAREC at 800-223-3735 ext. 6-0435 or the Chief's Office at 800-452-7617. Also, keep your eyes and ears open for devout soldiers who might be hearing the call to ministry. Encourage them!
UNCLE SAM NEEDS YOU!

DACH-MIS, Chaplain, DSN 329-0077

3. Review the incentive programs on the following pages. Questions or requests for more information can be directed to Chaplain (MAJ) (703-601-1128) or Chaplain (LTC) (703-601-1132).

FOR THE CHIEF OF CHAPLAINS:

Encl:

Chaplain (Colonel) USA
Director, Personnel and
Ecclesiastical Relations

Accessioning Incentive Program

MAJORS

Program Description:

A limited number of Chaplain Majors from the USAR and ARNG will be selected to enter Active Duty between May 2001 and April 2002 to serve at least three years in Obligated Volunteer (OBV) status. At the end of that period, qualified chaplains may request Voluntary Indefinite status to remain on Active Duty for an indefinite period. After five years, qualified chaplains may apply for Regular Army status.

Program Guidelines:

1. Interested USAR/ARNG chaplains must submit a new DD Form 2088 (Certificate of Ecclesiastical Endorsement) to the Accessions Branch prior to **1 November 2000** (address below). An application packet will be sent after receipt of the DD Form 2088. An Accessions Board will be convened during December 2000 to consider all applications.

Office of the Chief of Chaplains
ATTN: DACH-PA
2511 Jefferson Davis Highway
Arlington, VA 22202-3907

2. Qualified applicants will meet the following criteria:

- • Fully qualified for service as a chaplain on active duty.
- • A career Army Reserve chaplain (no one formerly on active duty as a chaplain) with at least 4 "good years" as an Army Chaplain in the USAR or ARNG prior to 1 December 2000. (Chaplains serving AGR tours are eligible for this program if all criteria are met.)
- • Less than 10 years Active Federal Service (AFS) if prior service enlisted or officer (non-chaplain).
- • Hold the rank of Major prior to 1 December 2000.
- • Never non-selected for promotion or status (Conditional Voluntary Indefinite, Voluntary Indefinite, or Regular) in any grade, branch, service, or component of the Armed Forces.
- • A Chaplain Career Course (Chaplain Officer Advanced Course) graduate.
- • Must not have reached the 46th birthday by 1 May 2001.

3. No waivers or exceptions to the qualifications will be considered.

4. Applicants selected will enter active duty as Chaplain Majors with Adjusted Date of Rank (ADOR) equal to their entry-on-active-duty (EAD) date.

Accessioning Incentive Program

FINDERS-KEEPERS

Program Description:

A Finders-Keepers is any qualified civilian clergy person discovered, cultivated, and influenced to apply for Active Duty Chaplaincy by any chaplain on an installation. The claiming installation chaplain or a subordinate chaplain must have made the initial contact. If the individual applies and is selected for Active Duty, the installation responsible for recruiting him/her will have first call for his/her assignment—up to 105% authorized strength.

Program Guidelines:

1. The installation staff chaplain must initiate the claim, not the individual being accessioned. Installation chaplains are not required to request a claim on individuals they do not desire; nor must they request a claim just because an individual wants to be assigned at that installation.
2. The claim must be initiated prior to an accessioning board selecting an individual for Active Duty.
3. Conducting an accessioning interview does not qualify as an initial contact by the installation chaplain.
4. To validate a claim, the installation staff chaplain must present valid evidence of "doing the work" to recruit an individual through the MACOM to DACH-PER. (Claims normally come to the Accessions Officer.) DACH-PER will validate a claim prior to any accessioning action on an individual.
5. No installation will be filled above 105% strength in grade in order to satisfy a Finders-Keepers claim.
6. The Finders-Keepers claim resides with the originating installation, not the individual chaplain making the claim.

Accessioning Incentive Program

REPLACE YOURSELF

Program Description:

Every chaplain is encouraged to work with his or her endorsing body, university/seminary, home church/association/conference/diocese, or any other viable organization to identify, recruit, encourage, and shepherd a qualified clergyperson into the Active Army Chaplaincy. For any person accessioned through these efforts, the installation of assignment of the chaplain "recruiter" will be guaranteed a chaplain fill.

Program Guidelines:

1. The installation staff chaplain must initiate a Replace Yourself claim prior to an accessioning board selecting an individual for Active Duty.
2. To validate a claim, the installation staff chaplain must present valid evidence of "doing the work" to recruit an individual through the MACOM to DACH-PER. (Claims normally come to the Accessions Officer.) DACH-PER will validate a claim prior to any accessioning action on an individual.
3. A Replace Yourself claim is payable only after the person recruited has completed the Chaplain Officers Basic Course (CHOBC).
4. No installation will be filled above 105% strength in grade in order to satisfy a Replace Yourself claim.
5. The fill provided to the installation may or may not be the person recruited.
6. The Replace Yourself claim resides with the originating installation, not the individual chaplain making the claim.

Accessioning Incentive Program

BUDDY SYSTEM

Program Description:

If an individual desiring to enter the Active Duty Chaplaincy will identify and recruit another clergy associate for the Active Duty Chaplaincy, both will be guaranteed assignment to the same installation during their initial Obligated Voluntary (OBV) tours.

Program Guidelines:

1. The guarantee under this program is for initial assignment, not for accessions selection. All applicants must be successfully considered for accessioning by an Accessions Board. If either applicant fails selection, neither is required to complete the appointment process.
2. While this program is designed for primary use by Chaplain Recruiters, it may be combined with Finders-Keepers or Replace Yourself. In either case, if this program requires assignment in excess of 105% of authorizations on an installation, an in-bound chaplain on a normal rotational assignment may be diverted.
3. This program is available for new accessions only. Reserve Component Chaplains applying for Active Duty are not eligible for this program.
4. At the end of the OBV period, both chaplains may be reassigned to different locations.
5. Chaplain recruits from under-represented or low-density faith groups will be considered for this program on a case-by-case basis.
6. The Director of Personnel and Ecclesiastical Relations will make decisions concerning eligibility for program participation before commitments are finalized with potential recruits.

Accessioning Incentive Program

ALOHA

Program Description:

A limited number of applicants for the Active Duty Chaplaincy may pre-select Hawaii as their first duty assignment.

Program Guidelines:

1. This program is intended for use by Chaplain Recruiters for new accessions on a first-come-first-served basis. Reserve Component Chaplains applying for Active Duty are not eligible for this program.
2. The guarantee under this program is for first assignment only. All applicants must be successfully considered for accessioning by an Accessions Board.
3. Chaplain recruits from under-represented or low-density faith groups will be considered for this program on a case-by-case basis.
4. The Director of Personnel and Ecclesiastical Relations will determine the number of available assignment slots prior to the start of the Accessioning Year. This number may be adjusted during the year depending on the needs of the Army.